Selection of trainees for global health experiences: a literature review

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BACKGROUND

- Medical trainee participation in Global Health Experiences (GHEs) has increased dramatically in recent years.
- Mutual partnerships are important to ensure that trainees, sending, and hosting institutions all benefit from GHEs.
- Trainees on the ground play a key role in global health partnerships.
- It is important to select suitable trainees for GHEs.
- Best practice guidelines for selection of trainees for GHEs do not yet exist.

OBJECTIVES

- Evaluate literature for current practices for selection of trainees for GHEs.
- Investigate whether GHE programs involve host institutions in the selection of trainees.

METHODS

- Systematic review of PubMed, CABI, and EMBASE.
- Search completed in July 2020.
- Included articles from the past 5 years.
- Search terms included Mesh terms for “global health elective.”
- Initial search yielded 323 articles.
- After exclusion, 9 articles remained for review.

RESULTS

Recurring Themes in Student Selection

<table>
<thead>
<tr>
<th>Criteria for selection</th>
<th>Procedures utilized</th>
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<tbody>
<tr>
<td>Academic Standing (n=3)</td>
<td>Written Application (n=5)</td>
</tr>
<tr>
<td>Clinical Qualifications (n=5)</td>
<td>Personal Interview (n=6)</td>
</tr>
<tr>
<td>Non-academic Tributes (n=4)</td>
<td>Multiple Mini Interview (n=1)</td>
</tr>
<tr>
<td>Self selection/Ability to Pay (n=2)</td>
<td>Involvement of host input (n=3)</td>
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LIMITATIONS

- Investigation limited to programs that formally published selection processes.
- No clear way to assess outcomes of trainee selection.

CONCLUSIONS

- Standardized guidelines for selecting trainees for GHEs do not yet exist.
- In addition to academic standing and clinical skills, it is important to assess trainees for non-academic attributes such as:
  - Cultural humility
  - Adaptability
- Trainees may be selected using written applications, personal interviews, or other styles of interview.
- Only three articles mentioned the importance of involving host institution in trainee selection.

FUTURE DIRECTIONS

- Develop standardized guidelines for best practices for selecting trainees for Global Health Experiences.
- Investigate potential methods for involving host institution in trainee selection process.
- Develop methodology for evaluating efficacy of trainee selection methods.

FUNDING/DISCLOSURES

- None.